

Comparisons of Job Characteristics

Focus Occupation: [First-Line Supervisors of Personal Service Workers \(39-1021\)](#)

Associated Occupation: [Recreation Workers \(39-9032\)](#)

[Compare Knowledge](#)

[Compare Skills](#)

[Compare Abilities](#)

[Compare Detailed Work Activities](#)

[Compare Tools and Technologies](#)

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

Knowledge

Similarity of Focus Occupation to Associated Occupation: 84

Focus Occupation: First-Line Supervisors of Personal Service Workers (39-1021)

Associated Occupation: Recreation Workers (39-9032)

Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation
Customer and Personal Service	11.3	16.8	15.2	< Expanded education and/or training may be required
Psychology	6.4	11.2	17.3	>> Current knowledge level is likely more than sufficient
Sociology and Anthropology	4.1	7.4	7.2	0 Current knowledge level may be sufficient
Therapy and Counseling	3.8	6.9	13.6	>> Current knowledge level is likely more than sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Skills

Similarity of Focus Occupation to Associated Occupation: 94

Focus Occupation: First-Line Supervisors of Personal Service Workers (39-1021)

Associated Occupation: Recreation Workers (39-9032)

Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation
Coordination	9.1	12.3	11.6	0 Current skill level may be sufficient
Social Perceptiveness	9.1	12.3	12.1	0 Current skill level may be sufficient
Service Orientation	7.9	12.0	10.7	< A higher skill level may be required
Instructing	7.8	10.6	9.5	< A higher skill level may be required
Management of Personnel Resources	6.9	10.1	11.0	0 Current skill level may be sufficient
Management of Material Resources	3.7	6.6	4.8	<< Extensive development of skills in this area may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Abilities		Similarity of Focus Occupation to Associated Occupation: 93			
Focus Occupation: First-Line Supervisors of Personal Service Workers (39-1021) Associated Occupation: Recreation Workers (39-9032)					
Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Originality	7.6	10.1	8.6	<	Some improvement in abilities may be required
Time Sharing	6.6	7.6	8.8	>	Current ability level is likely sufficient
Stamina	4.0	7.5	4.6	<<	Extensive improvement in abilities may be required
Gross Body Coordination	3.9	6.7	3.4	<<	Extensive improvement in abilities may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Activities that Both Occupations Have in Common		Similarity of Focus Occupation to Associated Occupation: 37
Focus Occupation: First-Line Supervisors of Personal Service Workers (39-1021) Associated Occupation: Recreation Workers (39-9032)		
Work Activities	Exclusivity of Activity	
Direct and coordinate activities of workers or staff	3	
Use oral or written communication techniques	1	

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Tools and Technologies that Both Occupations Have in Common		Similarity of Focus Occupation to Associated Occupation: 78
Focus Occupation: First-Line Supervisors of Personal Service Workers (39-1021) Associated Occupation: Recreation Workers (39-9032)		
Tools and Technologies	Exclusivity	
Business function specific software	1	
Computers	1	
Content authoring and editing software	1	
Duplicating machines	6	
Finance accounting and enterprise resource planning ERP software	2	

Information exchange software	1
Network applications software	1
Personal communication devices	2

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.